



St. Patrick's Missionary Society

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Recommendation	Society's Response
<p>1. That the St. Patrick's Missionary Society create a dedicated set of pages on its website that are clearly marked as containing information about the Irish Region, to include the June 2012 St. Patrick's Missionary Society – Policy and Procedures for Safeguarding Children in the Region of Ireland.</p>	<p>The Society website now has dedicated pages containing information about Safeguarding in the Irish Region including the document <i>Policy and Procedures for Safeguarding Children in the Region of Ireland</i>, reviewed and updated July 2014.</p>
<p>2. The Society Leader should amend the policy and procedures to clarify the process of removal from ministry, where there is a semblance of truth to an allegation and notification to civil authorities has taken place.</p>	<p>This amendment has been made to the policy document of the Irish Region. Also included is the NBSCCCI guidance on "Leave and Restrictions from Sacred Ministry, (May 2013)"</p>
<p>3. The Central Leadership Team (CLT) should ensure that the safeguarding standards that apply across all of the locations within which members of the SPMS minister internationally are clearly based on a commitment to protect children, support victims and effectively intervene with abusive members.</p>	<p>The Safeguarding Policy of each of our five Regions clearly states our Society's commitment to all aspects of safeguarding children. CLT will ensure that policies are strictly adhered to by all our members in every country where we work.</p>
<p>4. The Central Leadership Team should devise an oversight process by which it can assure itself that the SPMS policies and procedures are being adhered to across all five regions.</p>	<p>A protocol is set up by which all Regional Leaders and Designated Liaison Persons report immediately to the Society Safeguarding Coordinator (member of CLT) when a case arises. All Regions submit an annual report on their Safeguarding activities and CLT members will make more detailed checks specifically on Safeguarding during their annual visits to the Regions.</p>
<p>5. The CLT ensure that all allegations of clerical abuse are responded to quickly, in compliance with Church requirements and in accordance with the standards of the Society.</p>	<p>CLT are satisfied that all current and historical allegations are being responded to in compliance with Church requirements and in accordance with the standards of the Society. A self audit was carried out in March 2014.</p>

<p>6. The CLT should ensure that appropriate canonical sanctions in accordance with current Church guidance are placed on those who are suspected of having committed serious delicts involving children and who remain within the Society.</p>	<p>All cases have been reviewed in the light of current Church guidance and two requests for canonical sanctions have been made recently to Rome.</p>
<p>7. The CLT should meet formally with the Irish region Advisory Panel to clarify any outstanding concerns that may exist for members of either group. This engagement should lead to the situation where access to all relevant information that is held within the Society is shared with those who are engaged in the task of deciding on how safeguarding cases should be responded to, and to ensure that appropriate management plans are in place and are working. At this meeting, all child safeguarding roles and responsibilities within the Society in Ireland need to be agreed and recorded.</p>	<p>On the advice of the NBSCCCI the Regional Leaders in Ireland have decided that they will in future avail of the services of NCMRG. In addition they have employed a professionally qualified Safeguarding Officer and have set up an Irish Regional Safeguarding Committee. CLT are satisfied that these structural changes incorporate all the roles of the previous Irish Regional Advisory Panel.</p>
<p>8. The Society Leader should receive a copy of the minutes from every meeting of each of the five separate Advisory Panels; and the CLT should initiate a system of internal audit to ensure that all panels are operating effectively.</p>	<p>An internal audit was conducted in March 2014 and the same protocol will be used for an annual audit. As part of this protocol all Regions are now sending an annual report and the minutes of their Advisory Panel meetings to CLT.</p>
<p>9. The CLT should consider how web conferencing could be utilised by a competent trainer to help to strengthen the developing framework that it has put in place to safeguard vulnerable children.</p>	<p>Unfortunately broadband services in the developing countries where we work are not adequate for web conferencing. When they improve in the future the Society will look at this recommendation again.</p>
<p>10. The CLT should ensure that a Training-Needs Assessment is conducted among all members of the Irish region, and that a Training plan for that region is subsequently developed and implemented.</p>	<p>The Training Needs Assessment was carried out and a Training Plan has been developed and is being carried out. The Irish Regional Safeguarding Officer is responsible for Training.</p>
<p>11. The CLT should explore ways in which it can communicate its willingness to engage with victims of abuse committed by its members in a way which is supportive and respectful of their situation.</p>	<p>An internal audit of our files has listed all alleged victims. Renewed attempts are being made to identify and contact those who have not already been contacted. We are awaiting an additional standard on outreach to victims from NBSCCCI.</p>

<p>12. The CLT in its role as the <i>de facto</i> Safeguarding Committee needs to take responsibility to develop, or to have developed by another nominated group, a Society-wide Communications Policy in relation to Child Safeguarding.</p>	<p>A Communications Policy has been developed and is incorporated in the revised document <i>Policy and Procedures for Safeguarding Children in the Region of Ireland</i> (2014) and in all other Society Regional policy documents.</p>
<p>13. The CLT should satisfy itself that it is being supported by the provision of the best quality advice available to it when discharging its responsibilities in relation to all aspects of managing safeguarding cases; and should be clear about exactly what advice and guidance is being sought when making a referral to an outside professional practitioner or agency.</p>	<p>The employment of a professionally qualified Safeguarding Officer, the closer relationship with NBSCCCI and the engagement with the NCMRG has reassured CLT that the Society is availing of best quality advice on Safeguarding.</p>
<p>14. The St. Patrick's Missionary Society needs to develop and implement as a matter of priority a comprehensive written Child Safeguarding Plan, as required in Criteria 7.1 above.</p>	<p>A Society Child Safeguarding Plan (2014-2016) was devised by CLT. An Irish Regional Child Safeguarding Plan (2014-2016) has been devised by the Irish Regional Safeguarding Committee.</p>